

Rubric for an Assitant Professor Search

Candidate	Education	Teaching			Research		Misc. and Serv.		Other		Total score: / 30 points
	1) Ph.D. (required in ad); Political Science, Public Administration) Note: select (o) "not qualified" if candidate has a Ph.D. in another discipline or field, or if it is not from a NASPAA accredited school	2) Demonstrated commitment to excellence in teaching and learning; courses in our program's areas of need (required in ad)	3) Background in at least two areas: city management, state and local government, urban planning, public budgeting (required in ad)	4) Record of mentoring students of diverse backgrounds, with possible experience serving on dissertations (preferred in ad)	5) Demonstrated commitment to scholarship; refereed publications, conference presentations, and an ongoing research agenda in public administration (required in ad)	6) Record of grant writing and/or applied research with state or local governments (preferred in ad)	7) Ability to work in a collaborative setting and on service activities: member of a department, service activities, projects (preferred in ad)	8) Evidence of commitment to diversity and inclusion (required in ad)	9) Evidence of being able to contribute to NASPAA accreditation (mentioned in ad as a job responsibility)	10) Evidence of teaching in both online and face-to-face modalities (mentioned in ad as a job responsibility)	
Candidate #1	3	3	3	3	3	3	3	3	3	3	30
Candidate #2	2	2	2	2	2	2	2	2	1	3	20
Candidate #3	0	1	0	1	1	0	1	1	0	0	5
NOTES:	Column B (Education): 3=PhD in POLS or PADM; 2=advanced ABD in POLS or PADM; 0=unqualified by lacking terminal degree or having a terminal degree from another field	Column C-E (Required teaching experience): 3=has taught 3+ courses in our curriculum; 2=can offer (has taught) two courses in our area of need; 1=can offer or has taught 1 course in curriculum; 0=has no teaching experience with courses in our catalog	Column D (Preferred teaching experience): 3=has taught 3+ courses of the preferred courses listed; 2=can offer (has taught) two of the preferred courses; 1=can offer (has taught) one of the preferred courses; 0=has no teaching experience with preferred courses	Column E (Mentoring students of diverse backgrounds & experience with dissertation service): 3=record of both mentoring students of diverse backgrounds and dissertation committee service; 2=extensive record of service in one or the other areas; 1=limited record of service in one of these areas; 0=no experience with either area	Column F (PADM research in books, book chapters, journals, conferences): 3=3+ publications and conference papers; 2=2 publications and conference papers; 1=1 conference paper or publication; 0=no publications or conference papers	Column G (PADM Grant writing and applied research with local/state gov): 3=substantial work with grant writing and applied research with state/local governments; 2=substantial work with grant writing or applied research; 1=limited experience with grant writing or applied research; 0=no experience with grant writing or applied research	Column H (Ability to work in collaborative setting on service activities, projects): 3=extensive experience working in a collaborative setting and providing service to department or university; 2=substantial experience working in a collaborative setting or providing service; 1=limited experience working in a collaborative setting or providing service; 0=no experience with either	Column I (Commitment to diversity and inclusion): 3=documented, tangible experience that shows a commitment to diversity and inclusion; 2=limited experience but stated support for diversity and inclusion; 1=some expression of interest to diversity and inclusion; 0=no experience or stated interest in diversity and inclusion	Column J (NASPAA Accreditation contributions): 3=extensive experience with NASPAA accreditation maintenance; 1=limited experience with NASPAA accreditation efforts; 0=no experience helping with NASPAA accreditation	Column K (Teaching experience with both OL and F2F): 3=extensive experience teaching PADM courses (or POLS 1101) in OL and F2F modalities; substantial experience teaching in one modality; limited experience teaching in either modality; 0=no teaching experience	